

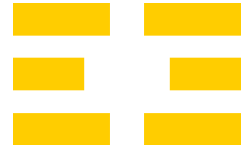


Rite Aid

Locations: Pennsylvania (HQ)

Industries: Food and Staples Retailing

RISK LEVEL:



Medium Risk

DESCRIPTION:

Rite Aid fired an employee for violating store policy by having a weapon while at work and plans to sell abortion pills at certain pharmacy locations. By complying with Human Rights Campaign's controversial demands, Rite Aid increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children and provides specific sexual orientation and gender identity-based benefits. It also uses sex and gender ideology criteria in marketing, and philanthropic support. Rite Aid forces employees to undergo multiple ideological trainings and uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. The company has pledged a \$1 million investment to its Racial Equity Initiative. However, Rite Aid does not appear to discriminate against religious organizations in its charitable giving. For these reasons, Rite Aid receives a Medium Risk rating.

Note: Rite Aid has plans to dispense abortion pills at some of its pharmacies. It is unclear if the pharmacy will allow for religious exemptions for pharmacists that object due to closely held beliefs.

Corporate Weaponization

Has denied service to customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries. **Medium Risk**

In 2020, a Rite Aid employee was fired for defending herself and the store from a violent customer, although Rite Aid alleges the use of a pocket knife for self-defense warranted the firing (1). The company has plans to dispense abortion pills at some of its pharmacies (2).

Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs. **Lower Risk**

Rite Aid does not appear to discriminate against religious organizations in its charitable giving. The company focuses on funding organizations that support children, health, and wellness (1)(2).

Employment policies fail to protect against discrimination based on political affiliation/views and/or religion. **High Risk**

Rite Aid's HRC 2023 CEI rating indicates the company forces employees to attend multiple, controversial trainings on gender identity, sexual orientation, transgender issues, and divisive racial ideology. The company provides gender transition guidelines for its employees and a specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2).

Rite Aid [3](#)/[4](#).

Corporate Governance and Public Policy

Uses corporate reputation to support ideological causes and/or organizations hostile to freedom of expression. Medium Risk

Rite Aid indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy [1](#)/[2](#). By doing so, the company risks dividing employees, alienating customers

Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression. High Risk

Rite Aid indicates the company covers transgender related costs for its employees and their children, including paid short-term leave, puberty blockers, cross-sex hormones, chest surgeries, genital surgeries, medical visits and lab monitoring, travel and lodging. Additionally, the company has pledged philanthropic support of at least one organization or event that promotes sex and gender ideology [1](#)/[2](#). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. Rite Aid has pledged a \$1 million investment to its Racial Equity Initiative, but the follow-through is unknown [3](#)/[4](#).

Uses corporate political contributions for ideological, non-business purposes.

High Risk

Rite Aid's HRC 2023 CEI rating indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives [1](#)/[2](#). By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders. Rite Aid has not used its PAC donations or lobbying for ideological purposes [3](#)/[4](#)/[5](#).

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